

KSGL RADIO 9

3337 W. Central Wichita, Ks. 67203 316 942-3231

KSGL Radio
Sharing God's Love

MAY 13 1996

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William F. Caton
Acting Secretary
Federal Communication Commission

May 7, 1996

Dear Mr. Caton,

DOCKET FILE COPY ORIGINAL

I have been reluctant to write concerning impending changes in the EEO policies because I felt that my comments would merely be a lone small voice since we are a small station. But perhaps this is the kind of input you were hoping to have. Anyway, here's my two cents worth, and I'll be brief.


While the present policies may be designed as well-meaning, they are also so intimidating to me that I decided to cut back on my full-time staff and not expand so as not to take the chance of being in non-compliance. I decided it was best to be safe rather than sorry. We now have only four full time employees. Part of my reluctance comes from inexperience in dealing with EEO regulations, but also from not having any documentation of what is legally required in our hiring practices. The more I learned from the broadcast meetings, the more frustrated I became at understanding and following the rules to maintain a staff which reflected our community in proportion.

I have also received mail from companies (see attached) urging me to purchase their services because of the threat of non-compliance at renewal time.

The few times we have needed to hire someone, I sent notices to the various agencies and they were met with little or no interest. It's difficult (seemingly impossible) to find minorities interested in working for a specialty format for the kind of pay we can offer right now.

I applaud your efforts to streamline the EEO requirements, especially for us little fish. We have been and always will be an equal opportunity employer.

Sincerely,



Terry Atherton
General Manager

at 1



COMPLIANCE SURETY INC.

P.O. Box 50347

COLORADO SPRINGS, CO 80949-0347

PRESIDENT: CONRAD M. NAEF (719) 593-8415
E.V.P.: CHRISTIAN P. NAEF (703) 271-5373

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FCC MAIL ROOM

Compliance Surety, Inc. was conceived to assist the broadcasting industry in complying with federal laws and regulations governing employment practices. CSI provides a simple and cost effective solution to help ensure that your company is prepared to demonstrate conformity to specific elements of Federal Communications Commission (FCC) / Equal Employment Opportunity (EEO) requirements.

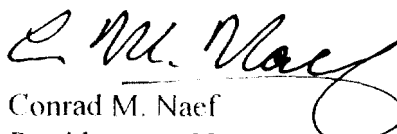
FCC Regulations 73.2080 & 76.71 - 76.79 stipulate:

ALL AM, FM, TV, CABLE ENTITIES OR INTERNATIONAL BROADCAST STATIONS SHALL COMMUNICATE THEIR EQUAL EMPLOYMENT OPPORTUNITY POLICIES AND PROGRAMS AND THEIR EMPLOYMENT NEEDS TO SOURCES OF QUALIFIED APPLICANTS WITHOUT REGARD TO RACE, COLOR, RELIGION, NATIONAL ORIGIN OR SEX, AND SOLICIT THEIR RECRUITMENT ASSISTANCE ON A CONTINUING BASIS.

With reduced federal emphasis on Affirmative Action programs, it is likely that **federal attention to your EEO posture will increase** under existing FCC regulations. Your ability to demonstrate compliance in this area has a definite impact on your license renewal and on a **satisfactory Mid-Term Review** by the FCC. Satisfying the intent and specific requirements of EEO regulations is a time consuming and costly process for your business. Our service will significantly **reduce the time and expense** that is involved in advertising and distributing available employment opportunities, thus allowing you to focus on the critical aspects of day-to-day business.

The service that CSI provides is simple, easy to use and inexpensive. There is no special equipment to purchase or confusing software to learn. **Using only the FAX you already own**, CSI ensures that all your employment opportunities are conveyed to the appropriate EEO organizations and agencies in an efficient and timely manner. This can provide your company with qualified job candidates at no extra expense to you potentially saving you thousands of dollars in employment service fees. **The bottom line is that our services should save you money and help reduce FCC/EEO compliance exposure.**

After reviewing the enclosed service outline, you will see how our service will benefit your business. To take advantage of the service we offer and to receive a start-up package, simply complete and return the enclosed Client Profile. We are confident that CSI will become an indispensable resource for your personnel and EEO compliance needs.


Conrad M. Naef
President -- CSI

CLARITAS DATA SERVICES



July 13, 1995

INGS

Terry Atherton
KSGL-Am
3337 W Central Ave
Wichita, KS 67203-4917

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Dear General Manager:

Compliance with the EEO regulations is vital for all organizations, but for companies in broadcast media, failure to meet Federal regulations for affirmative action planning could cost you your license. Don't risk it! Call Claritas now and save on labor force data for Affirmative Action planning.

When you're under pressure to recruit qualified minority candidates, you need a clear picture of your labor market showing how many qualified candidates there are in your recruitment area. For over 22 years, Claritas has been the company EEO professionals turn to for reliable labor force data that meets all Federal requirements for external labor force statistics.

Our suite of Labor Force databases provides you with comprehensive information that is easy to use. All of our EEO data products are available in convenient report format or as databases to incorporate into your management systems. We even have a stand-alone PC software product, called EEO Access, that encompasses many of our EEO planning needs on one workstation.

Since your Affirmative Action Plan can be audited at any time, your Availability Analysis must be based on statistics that are accurate, fully documented, and legally defensible. Claritas not only provides these statistics, but now you'll save 10% when you order before August 31, 1995. We're also waiving our normal \$500 minimum order requirement so that no matter how minimal your requirements, you can obtain the data you need at an affordable price.

So call us at 1-800-234-5973 today! Our knowledgeable Sales staff makes it easy for you by guiding you through the process of making the right data selections for your situation. You'll see that 22 years of EEO experience really shows!

Sincerely,

Bob Kreutter

Bob Kreutter
Director - Sales